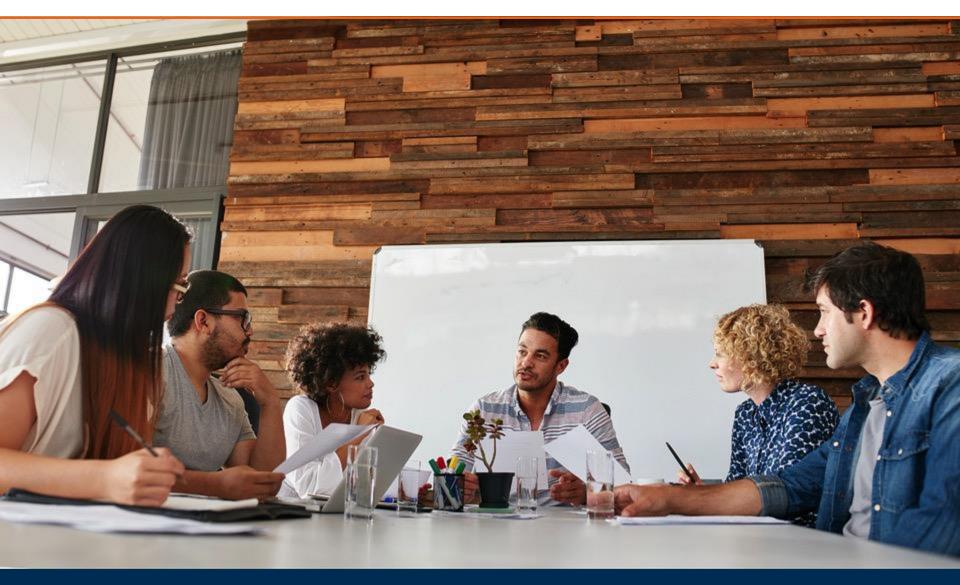
Developing Grit - Strategies for Success in Work and Life



Agenda

- What is Grit
- Interest, Practice, Purpose, Hope
- Goals and Grit
- Creating a Grit Culture



Questions:

What do you want to succeed at?

What does it take to achieve long-term meaningful goals?

What is "Grit"?

Grit is passion and perseverance for long-term and meaningful goals

It is the ability to persist in something you feel passionate about and persevere when you face obstacles

- Passion: Having enduring interest in the work over time
- Perseverance: Being persistent and not giving up

Talent and Grit

"For I have always maintained that, excepting fools, men did not differ much in intellect, only in zeal and hard work"

- Charles Darwin

Most people associate success or achievement with innate "talent"

- Hard work and/or effort often goes unnoticed in others
- If we don't succeed we can blame it on "lack of talent"

Talent can be important but without hard work success is not realized

Acceptance of Difficulty

Accomplishing your goal will not be easy

- It will be difficult especially in the beginning
- Anticipate need for sacrifice
- Anticipate setbacks and discouragement

Exercise: Encountering Your Future Self

- What did you accomplish?
- What were the obstacles your encountered?
- How did you overcome them?

Components of Grit

- Interest
- Practice
- Purpose
- Hope

Interest: What Do You Care About?

It will be impossible to persevere if what you are doing is not interesting to you or you do not love/care about it

- What activities absorb you?
- How might someone describe you and your passions?
- What matters most to you?
- What are you good at (relative to other things you do)?
- What would you to be written about you after you pass?
- Who do you admire?
- What organizations do you belong to that support your interests and passions?

Purpose: Serving Others Through Your Interests

How is what I'm doing meaningful? How does it contribute to the wellbeing of others?

Serving others enhances motivation

Exercise: Transform Your Job into a Calling

- How does your passion get expressed at work?
- How does doing that work help or serve others?

Purpose gives courage to face obstacles Purpose removes self-consciousness

Grit: Goal Clarity

The ability to endure hard work comes from having very clear and structured goals

Top Level Goal(s)

Top goals are ends in themselves, "just because"
Goal is fixed and act as guide for mid/low level goals
Problems occur when there are no mid/low level goals

Mid Level Goals

Milestone to be achieved after accomplishing low level goal' May change as you get new information

Low Level Goals Specific action oriented Daily "to do" items

Grit: Goals and Exercise

Exercise: What kind of goal is this? (Top, Mid or Low)

- 1. I want to be a successful author
- 2. I want to run a marathon
- 3. I want to exercise today after work
- 4. I want be a good role model for my children
- 5. I want to lose 40 pounds
- 6. I want to be in a satisfying relationship with my partner
- 7. I want to meditate every morning

Practice and Skill Development

Do the thing that interests you better than you did it yesterday

Building habits that support continued development/accomplishment

Quantity of practice – AND Quality of practice

- Be deliberate schedule your effort and create cues for when you will do it
- Break down and practice skills in component parts
- Get immediate feedback in weak areas
- Identify specific midlevel goals to attain
- Challenge comfort zones embrace mistakes and discomfort ("no pain, no gain")

Hope

- Belief in future success
- Expectation that your efforts can improve your future
- Success is result of hard work not talent
 - "I'm a smart person" vs. "I work hard to figure things out/learn"
- Obstacles are not permanent, there are temporary specific causes
 "They didn't like what I did" vs. "I'm not likeable"
- Optimistic self-talk
 - "You can do this! One step at a time..."
- Seek help when discouraged

Developing a Gritty Culture

Join a group which values and displays grit
Social conformity pressures can inspire grit
Example: Join a competitive sports team

In what ways do you role model grit to others?

Summary

- Grit involves passion and perseverance
- Goal clarity
- Practice
- Identifying purpose
- Maintaining hope



Thank You for Attending

You can get help to make these changes, or get confidential support, expert information and valuable resources, when you need it the most.

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